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TRAINING PROGRAMS IN SAN FRANCISCO



Prepared by  
HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

1254 Market Street - Room 305  
San Francisco, California 94102

558-4901

May, 1966 (Revised)



# DOCUMENTS DEPARTMENT

*Honorable John F. Shelley, Mayor*

## Members of the Human Rights Commission

PLEASE INSERT THIS PAGE IN YOUR COPY OF THE TRAINING DIRECTORY.

Changes in the 1966

## DIRECTORY OF TRAINING PROGRAMS IN SAN FRANCISCO

### Errors

- p. 6: Phone number for Mission office of Youth Opportunity Center  
648-7227
- p. 13: Phone number for information on adult classes (Item 2)  
863-4680, extension 393

### Addition

- p. 6: Addresses for Adult Opportunity Centers

Central Office	- 658 Sacramento Street 433-1030
Hunters Point	- 5015 - 3rd Street 647-8818
Mission	- 2154 Mission Street 626-7330
Chinatown-North Beach	- 661 Commercial Street 433-0575
Western Addition	- 757 Webster Street 921-0607





# DOCUMENTS DEPARTMENT

*Honorable John F. Shelley, Mayor*

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The Human Rights Commission is an official agency of the City and County of San Francisco. It was established by the Board of Supervisors in 1964 at the request of Mayor John F. Shelley. The Commission is directed by law to "eliminate prejudice and discrimination because of race, religion, color, ancestry or place of birth." The Commission works on positive programs for equal opportunity for all in employment, housing and other important aspects of living in San Francisco.



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### TRAINING PROGRAMS IN SAN FRANCISCO

*The Human Rights Commission of San Francisco has produced this directory of training programs in the city to help job-seekers discover where they can learn skills. Finishing a training program will not guarantee a job at once, but only those with some skills can compete effectively for work in today's changing job market.*





## INDEX OF TRAINING PROGRAMS

	<u>Page</u>
Apprenticeship Programs	
General Information	1
Trade Information	2-5
California State Employment Service	
CSES Offices	6
Manpower Development and Training Act (MDTA)	7-8
Retraining Courses for Those on Unemployment Insurance	8
Youth Opportunity Centers	9
Adult Opportunity Centers	9
Neighborhood Youth Corps	10
Job Corps	10
San Francisco Civil Service Commission	11
Private Schools	11
Vocational Rehabilitation	12
Economic Opportunity Council	12
San Francisco School System	
Trade Extension Classes	13
Adult Education	13
High School Programs	13
City College	14-15
On-the-Job Training	16-17
Message to Users of This Directory	18





## APPRENTICE PROGRAMS

An apprenticeship is a formal training program to teach all parts of a particular trade.

Those trades which have apprenticeship programs are listed on the following pages. For additional information about any of the programs, contact:

Apprentice Information Center  
1450 Mission Street - San Francisco  
626-2550 - Ext. 23

Most apprenticeship programs have the following characteristics:

- . Usually, they are four years long.
- . Every six months, apprentices receive a wage raise. By the time an apprentice reaches his last year, he generally earns 90 to 95% of the journeyman's scale.
- . Normally, the age limits are 18-25. In some cases, apprentices can be as young as 16 or as old as 30.
- . Classes for apprentices are run by the School Department. Apprentices spend a minimum of 144 hours in a class each year in study related to their trade.
- . Apprenticeship programs are organized in each trade by a Joint Apprenticeship Committee (JAC) composed of employer and union representatives. This Committee sets standards for the classes. The Division of Apprenticeship Standards, a State agency, acts as advisor to the JACs and assigns a staff member to each program to make certain that students get all around training and attend classes regularly. The Division of Apprenticeship Standards issues a "Certificate of Completion" to the graduates of apprenticeship programs.

The San Francisco Naval Shipyard runs a program independently of the Division of Apprenticeship Standards.

- . Those programs which are quite active are marked with +. Some of the programs, however, are very small because there is little turn-over in the industry or the number of jobs is decreasing. Sometimes, there are waiting lists and much competition for any job opening. Therefore, the possibility of getting a job is not equal among the various programs. Applicants wishing to know which programs are most active should call the Apprentice Information Center.





TRADE	CONTACT ADDRESS	RATIO OF JOURNEYMEN PER APPRENTICE	JOURNEYMAN WAGE	APPRENTICE STARTING SCHEDULE	COMMENT
Auto Painter	Employer <u>3</u>	5	4.10-1/4/hr (dealer shops) 4.13 (independents)	60%	
+ Automotive Trades Mechanic Upholsterer Radio Repairman Body & Fender	Employer	5	173.30/wk 173.30 173.30 178.30	60%	
Bookbinders Binderywomen	693 Mission	3 3	153.11/wk 101.45/wk	50%	35 hr. week
+ Bricklayers	Employer	2	5.60/hr 5.75/hr (on 1/67)	50%	
+ Carpenters	1485 Bayshore	2	4.875/hr 5.205 (on 6/67)	60%	
+ Carpet, Linoleum	1066 Valencia St.	4	5.15/hr	50%	
+ Cement Mason	Employer	3	4.665/hr 5.02/hr (on 11/67)	65%	
+ Compositors Newspaper Job Shop	26 - 3rd St.	2	30.17/day 36.10/day	55%	Age: 18 & up
Dry Cleaners Marker, Inspector, Checker, Counter Girl Presser and Dry Cleaner	Employer	JAC decides	2.36-1/2/hr 2.77-1/2/hr	2.17-1/2/hr	

1 For example, in the Auto Painters: for every 5 journeymen on a job, one apprentice is permitted.

2 The percentage refers to the percentage of the journeyman's rate. For example, an apprentice Auto Painter would earn \$2.46/hr to start (60% of \$4.10). Apprentice wages go up each 6 months.

3 Where "employer" is designated, hopeful apprentice must find own job before admittance into program.



TRADE	CONTACT ADDRESS	RATIO OF		JOURNEYMAN WAGE	APPRENTICE STARTING SCHEDULE	COMMENT
		JOURNEYMEN PER APPRENTICE				
+ Electricians	1850 Mission 55 Fillmore	3		6.50/hr 6.91/hr (on 6/67)	50%	Age: 18-23
+ Flat Glass Glazier-cutter Auto Glazing Stained Glassworker	2940 - 16th St.	1	All trades (4.93/hr (5.25/hr (on 7/67) (5.66-1/2/hr (on 7/68)		60%	
+ Hardwood Floor	3186 - 16th St.	4		4.725/hr 5.205/hr (on 6/67)	50%	
Ironworkers- Shopmen	55 Fillmore	5		3.56/hr	75%	
+ Lathers	Employer	3		4.94/hr	40%	
+ Lithographers Plate Maker Stripper Cameraman Artist Press Feeder	2601 Mission	5 4 4 4 4		169.70/wk 169.70/wk 173.14/wk 175.43/wk 130.80/wk		No apprentices hired directly. Hired as General Workers, and apprentices are chosen from this group as openings occur
+ Machinist	3151 Mission	5		3.64/hr	60%	Age: 18-23
Meat Cutter	3016 - 16th St.	4		152.00/wk 156.20/wk (on 10/66)	117.18/wk 120.27/wk	
+ Metal Polishers & Platers	2940 - 16th St.	5		3.61 hr 3.68/hr (on 5/67) 3.71/hr (on 11/67)	70%	
+ Mill-Cabinet	2085 - 3rd St.	4		3.85/hr 3.925 (on 11/66)	68%	
+ Operating Engineers	476 Valencia	JAC decides		5.46/hr 5.76/hr (on 6/67)	70%	
+ Painter	1144 Divisadero	5		4.97/hr	50%	





<u>TRADE</u>	<u>CONTACT ADDRESS</u>	<u>RATIO OF JOURNEYMEN PER APPRENTICE</u>	<u>JOURNEYMAN WAGE</u>	<u>APPRENTICE STARTING SCHEDULE</u>	<u>COMMENT</u>
Patternmakers	Employer	8	4.68/hr	45%	
+ Photoengravers Commercial Newspaper	2601 Mission	6	161.25/wk 158.50	42-1/2% 50%	6 yr. program
+ Plasterers	JAC - 1st T each mont. John O'Connor	5	5.00/hr	50%	Age: 16-27
+ Plumbers	1621 Market, #202	5	6.20/hr	50%	Age: 16-21 5 yr program
+ Roofers	2940 - 16th St.	3	4.45/hr	70%	
+ Sheet Metal	226 Guerrero	5	5.62/hr	40%	
Sign Painters Sign & Pictorial Muralist Poster Artist Displayman	2940 - 16th St.	1	5.01/hr 5.01/hr 4.25-1/2/hr 4.25-1/2/hr	45% 45% 50% 50%	Age: 16-21 except WWar I vet. or some- one working in trade
Slaughterhouse Butchers	Employer	4	3.74-1/2/hr	3.02-1/2/hr	
Sprinklerfitters	2940 - 16th St.	3	7.265/hr 7.715 (on 4/67)	60%	
+ Stationary Engineers Milk Industry Meat Packaging Laundry Industry Ice & Cold Storage Hotels Hospitals Department Stores Buildings, Class I Bakery Brewery	474 Valencia	2	3.64-1/2/hr 4.09/hr; 4.24/hr (on 12/66) 3.52/hr 3.79-1/2/hr 3.63/hr; 3.80-1/2/hr (on 10/66) 3.63/hr; 3.80-1/2/hr (on 10/66) 3.50/hr 3.63/hr; 3.80-1/2/hr (on 10/66) 4.31/hr 4.65/hr	50%	





<u>TRADE</u>	<u>CONTACT ADDRESS</u>	<u>RATIO OF JOURNEYMEN PER APPRENTICE</u>	<u>JOURNEYMAN WAGE</u>	<u>APPRENTICE STARTING SCHEDULE</u>	<u>COMMENT</u>
+ Steamfitters	1621 Market, #206	1	6.20/hr	50%	
+ Structural Steel Reinforcing Ironworker	2940 - 16th St.	7	5.54/hr; 5.83 (on 8/67)	77%	Age: 18-30 2 yr. program
Structural Ironworker		7	5.71/hr		
Ornamental Ironworker		4	5.98/hr (on 8/67) 5.71/hr		
Fence Erector		7	5.98/hr (on 8/67) 5.51/hr 5.78/hr (on 8/67)		
+ Tile Layers	1485 Bayshore	JAC decides	5.25/hr	80%	Age: 18-30 3 yr. program
Tool & Die Craftsmen	3124 E. 14th St., Oakl.	1	4.28/hr 4.40/hr (on 6/67)	55%	
+ S.F. Naval Shipyard <u>Training given for:</u> Blacksmith Boatbuilder Boilermaker Electrician Joiner Machinist Painter Sailmaker Shipfitter Machinist Machinist, Maintenance Machinist, Marine Electronics Mechanic Sheetmetal Worker Welder Plumber and Pipefitter Shipwright	Write for application form 500AB from Board of U.S. Civil Service Examiners SF Bay Naval Shipyard, Hunters Point, S.F. 94135 (or get form from any post office)	About 300 are in training regularly	Varies with trade. Around \$3.68/hr	60%	Age: 16 & over Get permanent U.S. Civil Service status



## CALIFORNIA STATE EMPLOYMENT SERVICE

The California State Employment Service offices are a major source of help to anyone wanting to find work. They are the place to go for specific job training, for job placement -- but also for general advice and help in how and where a person looks for a job.

For counseling, for aptitude testing, for general employment information, for special help if you are a veteran, an older worker, a handicapped person, a parolee, or a member of a minority group, use the California State Employment Service.

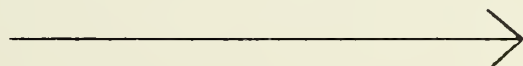
### CSES OFFICES in San Francisco

- |                                  |   |   |
|----------------------------------|---|---|
| Professional - Commercial        | - | 134 California Street<br>626-3400, Ext. 297 |
| Industrial - Service             | - | 1449 Mission Street<br>626-3400, Ext. 235   |
| Apprentice Information<br>Center | - | 1450 Mission Street<br>626-2550, Ext. 23    |
| Youth Opportunity Centers:       |   |   |
| Central Office                   | - | 1450 Mission Street<br>626-2550, Ext. 11    |
| Hunters Point                    | - | 173 Hilltop Road<br>285-2000                |
| Mission                          | - | 2348 Mission Street<br>628-7227             |
| Chinatown-North Beach            | - | 648 Kearny Street<br>981-4646               |
| Western Addition                 | - | 1167 McAllister Street<br>922-4757          |

#### Adult Opportunity Centers:

These Centers are temporarily housed with the Youth Opportunity Centers. When they move, information about their location can be obtained from any of the above offices.

*For the specific programs offered by the CSES, read pages 7 - 10*







MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA)

Classes under the MDTA were first developed to retrain workers recently "automated" out of jobs. Now, the Act also helps people learn usable or improved skills to qualify for the requirements of today's job market.

The Act permits a maximum of 104 weeks of training, although some courses are much shorter. Some portion of the training time must include training in a specific occupation, but the class may include basic and/or remedial English, arithmetic and pre-vocational training.

The MDTA classes are open to anyone with two years work experience who:

- (1) is the head of a family (has a dependent);
- (2) lives alone or in a household where he is not a dependent;
- (3) is a member of a family or household where head of it is unemployed.
- (4) needs an allowance to be able to continue training;
- (5) is in a household where only one other member is receiving a training allowance.

Current MDTA training allowances are \$45 per week for the first ten weeks. From the eleventh week on, the rate goes to \$55. There is an allowance of \$5 per week each for up to six dependents, with a \$75 per week top limit. When necessary, transportation and subsistence are also paid during the training period.

Young people receive an allowance of \$20 per week if:

- (1) they are between 17 and 22 (youth 16, but not yet 17, can attend classes, but can't get paid);
- (2) they are high school graduates;
- (3) they left school before graduation and have been out at least one year (to discourage students from dropping out to get the allowance), and are unlikely to return to school.

Students, if they do not fulfill the above conditions and are not heads of families, can take classes, but do not get paid.



It should be emphasized that persons who have a fair chance of finding a suitable job without further training cannot take classes under this Act. MDTA classes are for persons who are having difficulty getting work, have lost a job because of automation, or are working in occupations below their actual skills.

An MDTA class is started by the California State Employment Service (CSES) after a study shows that graduates will probably find a job. When the need for the class is proven, CSES puts together a description of the training program and submits it to a Community Advisory Council. If approved by the Advisory Council, then the class has to be approved by CSES in Sacramento, by the State Department of Education and finally, by a team from the Federal Department of Labor and the Department of Health, Education and Welfare (HEW). The class is then funded and placed, usually with the City Board of Education which conducts the training and refers graduates back to the CSES for placement on a job. ... This process -- from idea to class -- can take several months. They are full-time, day classes.

Many MDTA courses have been completed in San Francisco; others are in progress or are being planned. The training has covered clerical jobs, jobs in hospitals, the building trades, and professional areas. Currently, more training programs are being developed for male heads of families than for jobs in women's occupations.

For information about classes, go to one of the offices of the California State Employment Service and ask for the SELECTION AND REFERRAL OFFICER. (For location, see page 6 )

#### RETRAINING COURSES FOR THOSE ON UNEMPLOYMENT INSURANCE

A person who had a job and is eligible for unemployment insurance may qualify for retraining benefits. Such benefits, equal to the amount of his unemployment insurance, will be paid to a person in a training program if:

- (1) reasonable job opportunities in California are scarce in his own line of work;
- (2) the proposed training will probably lead to a job;
- (3) he has the qualifications to succeed in the training;
- (4) the training choice is approved by the Director of Employment.

If the person is approved for this training, he does not have to look for work while collecting his unemployment insurance benefits. He will get his payments for as long as he is eligible to draw his unemployment insurance.

For information: CSES offices. (Page 6)





### YOUTH OPPORTUNITY CENTERS

The Youth Opportunity Centers unify employment services for young people in the areas where they live. Run by the California State Employment Service, the Centers try to place youth on jobs if they are ready for employment. They also offer pre-employment services to all youth under 22 who need special training in order to hold a job.

Classes in various occupational fields and in basic English and arithmetic are offered under the Manpower Development and Training Act. (See MDTA section). The Centers are also the recruiting and screening agency for the Job Corps and the Neighborhood Youth Corps.

When a youth needs pre-employment services, the Center assigns him to a counselor who works with him until he gets a job. Sometimes that means immediate placement; sometimes it means identifying and solving the problems that limit employability. The counselor uses all resources which can be helpful, including the services of other agencies, group and individual counseling, motivation services.

For locations, see page 6.

### ADULT OPPORTUNITY CENTERS

The California State Employment Service has offices in three of the poverty-pocket neighborhoods in San Francisco. A fourth will be opened shortly in Hunters Point-Bay View. These offices provide opportunities for training and placement on jobs to unemployed and under-employed persons. CSES will offer to persons over 22 years of age services similar to those available in the Youth Opportunity Centers, with special emphasis on male heads of families.

For locations, see page 6.



## OTHER YOUTH TRAINING PROGRAMS

### Neighborhood Youth Corps --

A work-training program for youth between the ages of 16 and 22. Both public and private agencies can develop programs for unemployed youth who are either in or out of school. Special efforts are made to help enrollees stay in school or encourage their return. Out-of-school youth are given work-related or basic education.

Enrollees in school can remain in NYC projects until graduation; out-of-school youth are limited to six months in the program unless the work requirements of the particular job assignment makes more time necessary. Wages are \$1.35 per hour, and youth work from 15 to 32 hours a week.

### Job Corps --

The Job Corps provides counseling, training, work experience, basic education.

Corpsmen live away from home at a Job Corps Center and both men and women between the ages of 16 and 22 are eligible. Those Camps that are in rural areas emphasize work training in conservation and recreation fields. Camps in urban areas emphasize training for jobs in industries or offices.

Enrollees receive free room and board, work clothing, and all medical and dental care. They receive \$30 a month spending money, and on graduation from the Corps, receive \$50 for every month spent in the Corps.

Both the Neighborhood Youth Corps and the Job Corps were established to provide work and training opportunities for low income youth.

For information, visit Youth Opportunities Centers. (See page 6 for locations)





### S. F. CIVIL SERVICE COMMISSION

Job training opportunities are open through the Civil Service Commission. Such opportunities are mostly in-service courses to encourage upgrading for employees already in civil service jobs. However, job applicants should check with the Commission regularly because trainee positions in many city departments such as health, social welfare, and recreation are under study. The expanding need for workers in these areas will create many new job and training opportunities.

Both for up-grading in-service courses and for new on-the-job training possibilities, contact:

S. F. Civil Service Commission

Room 160 City Hall

San Francisco

### PRIVATE SCHOOLS

Many private schools in the city offer training in everything from basic English and arithmetic to highly specialized skills. The yellow pages of the phone book, under the heading of "Schools", contain a full listing.

Some of the schools give classes especially planned to help those interested in joining a particular industry or a city or state agency (for example, the Fire Department). Applicants should call the particular agency of their interest for information about such courses available in the city.



### VOCATIONAL REHABILITATION

If a person has a physical, emotional, or mental disability which keeps him from doing his usual job, he can sometimes get help from the Department of Rehabilitation. Counseling is done on an individual basis. Sometimes an applicant may be sent to school for retraining; sometimes employers provide on-the-job training, but the counselor makes the decision as to whether a person will be accepted into the program.

For information:

Department of Rehabilitation  
Division of Vocational Rehabilitation  
515 Van Ness Avenue - 5th Floor  
San Francisco  
557-2243

### ECONOMIC OPPORTUNITY COUNCIL

The San Francisco Area Offices of the Economic Opportunity Council (Anti-Poverty Program) do not provide job training or placement, but they will sometimes have information about possible work openings. They are a good place to check when looking for job or training opportunities.

Central Office	-	507 Polk Street 558-5011
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#### Area Offices:

Mission	-	828 Valencia Street 282-8505
Western Addition	-	1360 Fillmore Street 931-2100
Hunters Point	-	1449 Mendell Street 826-8890
Chinatown	-	1074 Stockton Street 397-5305



SAN FRANCISCO SCHOOL SYSTEM

- 1) Trade Extension classes -- planned for those already on the job, for upgrading purposes or to learn new developments in the trade. A listing of the courses available each semester can be obtained from the John O'Connell School at 21st and Harrison, 282-3100.
- 2) Adult education -- classes are offered evenings at Mission, Pacific Heights, Galileo, O'Connell. John Adams is a fulltime day school for adults -- the students can go all day or for two hours a day. It also offers a few evening classes. Adults are also welcome at O'Connell during the day for shop courses.  
For information on adult classes: call 863-4860, extension 246.
- 3) For the high school student --
  - O'Connell School (21st and Harrison)  
Students at O'Connell receive training specifically for the trades. They take the minimum number of academic courses required by the State for a high school diploma. These students have decided on a particular trade and their school day is divided between learning the theory and the practice of becoming a skilled worker.
  - All high schools (except Lowell)  
The high schools offer courses in a variety of shops. The students do not specialize but can take classes in several fields, such as printing, wood shop, auto shop, etc. More federal funds have recently been appropriated to trade education, and students may be able to get more training in one field if they so choose.
  - Distributive Education  
These courses are to prepare young people for jobs where they meet the public -- mostly in the selling field. The students take the minimum of academic courses required for a diploma; the rest of their classes are related directly to courses connected with a part-time job in selling, wholesaling and service.
  - 4-4 Program  
This is a 4 hours of school and 4 hours of work program. The student's job is not necessarily tied in with courses taken at school, but he is still supervised on the job by a teacher who checks his work with the employer.
  - Samuel Gompers (Continuation) (110 Bartlett)  
A school for those 18 or under who feel they must work fulltime. Students go to school four hours a week.

Students interested in entering any of these programs should consult with their counselors.





CITY COLLEGE (Ocean Avenue at Phelan)

City College offers two programs: (1) a two year college parallel program which prepares graduates for entrance into upper division programs at the universities, and (2) a two year job training program - called a terminal program - which results in an Associate of Arts degree, as well as "Certificate of Proficiency".

Any high school graduate can attend City College. If over 21, a student will be accepted without a high school diploma if he passes a special entrance test.

The terminal program teaches particular skills, but its basic purpose is to train students to a fairly high level of skill and to prepare them for management positions.

City College is part of the public school system and therefore offers free instruction. Information about admission can be obtained by calling JU 7-7272.

The terminal program provides training in the following vocations:

- Advertising Art and Design
- Business Program
  - Accounting
  - Air Line Stewardess Training
  - Data Processing
  - Insurance
  - Merchandising
  - Office Training
  - Real Estate
  - Secretarial Training
  - Traffic & Transportation
- Chemical Technology
- Criminology
- Dental Auxiliary Services
  - Dental Assisting
  - Dental-Laboratory Technology
- Engineering-Technology Program
  - Architectural-Engineering Technology
  - Building and Contracting Technology
  - Civil-Engineering Technology
  - Design-Drafting Technology
  - Electrical-Engineering Technology
  - Electronic-Engineering Technology
  - General Engineering Technology
  - Mechanical-Engineering Technology
- Fire Science Technology
- Graphic Arts



Hotel and Restaurant Program  
    Hotel and Restaurant Operation  
    Food Preparation  
Industrial Technology  
Library Technology  
Medical Assisting  
Nursing  
Ornamental Horticulture and Retail Floristry  
    Commercial Cut-Flower and Greenhouse Production  
    Landscape Gardening  
    Nursery and Garden-Center Operation  
    Retail Floristry  
Photography  
Teacher Aide  
X-Ray Technology





### ON-THE-JOB TRAINING

Some employers have on-the-job training programs for new employees and for those employees ready for promotion, but it is possible for these on-the-job training programs to be greatly expanded. Federal funds are available to employers, unions, and other agencies interested in developing them.

Any employer who wishes to sponsor training within his plant for upgrading purposes or for new unskilled trainees on specific job operations can apply for funds under the Manpower Development and Training Act. Federal funds help with training costs; there can be as few as one trainee; and the training is planned to assist the employer in accord with his own requirements for as long as necessary. This allows an employer to hire less qualified and unskilled applicants with the assurance that his training costs will in large measure be returned.

This same opportunity exists for trade union organizations who can use MDTA funds for improving skills of their unemployed members or for upgrading those members who need knowledge of new techniques or new machines. Funds are available to establish pre-apprentice training in those trades where some advance learning could prepare an applicant for the formal apprenticeship program.

Other public or community agencies can also investigate their eligibility for MDTA funds if interested in providing basic training to unemployed persons.

An additional opportunity for employers is available through the Bay Area Urban League. The Urban League recently entered into an agreement with the United States Department of Labor, Bureau of Apprenticeship and Training to conduct an on-the-job training project in San Francisco, especially directed towards providing training and jobs for minority applicants.

The Urban League's OJT staff will develop a project with an employer and arrange to screen and refer suggested trainees, with the employer making the final selection of personnel. Employers may train any number of people and can have programs for several occupations underway at one time. The employer is expected to offer reasonable assurance of a job if the trainee satisfactorily completes the training program.

Under the MDTA, the employer will be paid for training costs up to \$40 per trainee per week for a training program lasting from one to six months.



Any employer, union or agency wishing to inquire about eligibility or wanting other information should contact:

Bay Area Urban League, Inc.  
On-the-Job Training Project Office  
1607 McAllister Street  
San Francisco  
922-3717

Division of Apprenticeship Standards  
455 Golden Gate Avenue - Room 211  
San Francisco  
557-0514

The Bureau of Apprenticeship and Training  
450 Golden Gate Avenue - Room 10457  
San Francisco  
556-3201

→ Any individual interested in being selected for on-the-job training should contact.

Bay Area Urban League, Inc.  
2505 Bush Street  
San Francisco  
567-1835

*The Human Rights Commission asks that any employer, union or agency starting OJT training programs notify the Commission.*

*As the Human Rights Commission receives knowledge of such training programs, it will distribute the information as widely as possible.*



MESSAGE TO USERS OF THIS DIRECTORY

The San Francisco Human Rights Commission plans to update this Directory regularly so that those who use it can count on its accuracy and completeness.

We would appreciate your suggestions for making it more effective: Is it organized efficiently? Are any programs left out? How can it be made more helpful?

Please contact the Human Rights Commission if you know of changes or additions in programs or changes in addresses or other details so that revised editions of this Directory can be of maximum aid to job-seekers.















